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DDS&T SUMMARY

Executive Positions (GS 15-17)	<div style="border: 1px solid black; width: 80px; height: 110px;"></div>	25X1								
Projected Vacancies										
FY 79										
FY 80										
FY 81*										
Accuracy of Last Year's Projection	Overestimated <div style="border: 1px solid black; width: 80px; height: 20px;"></div>	25X1								
Executive List (GS 15-17)	<div style="border: 1px solid black; width: 80px; height: 25px;"></div>	25X1								
Projected FY 79 Retirements/Resignations										
GS 16-17	<div style="border: 1px solid black; width: 80px; height: 25px;"></div>	25X1								
Projected Retirement Rate, GS-16 Up	<div style="border: 1px solid black; width: 80px; height: 25px;"></div>	25X1								
Executive Development Roster FY 79-81										
	<table border="0"><thead><tr><th></th><th><u>Number</u></th><th><u>% ODS</u></th></tr></thead><tbody><tr><td>GS-15</td><td rowspan="3"><div style="border: 1px solid black; width: 300px; height: 60px;"></div></td><td rowspan="3"></td></tr><tr><td>GS-14</td></tr><tr><td>GS-13</td></tr></tbody></table>		<u>Number</u>	<u>% ODS</u>	GS-15	<div style="border: 1px solid black; width: 300px; height: 60px;"></div>		GS-14	GS-13	25X1
	<u>Number</u>	<u>% ODS</u>								
GS-15	<div style="border: 1px solid black; width: 300px; height: 60px;"></div>									
GS-14										
GS-13										
Ratio of Developmental Experiences to Officers on the EDR	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>	25X1								
% of Planned Developmental Experiences Achieved Last Year	<div style="border: 1px solid black; width: 90px; height: 20px;"></div>	25X1								
Ratio of Executive Development Roster to Executive Positions	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>	25X1								

*Projecting vacancies for FY 81 was left to the option of each Career Service. DDS&T chose to identify only FY 79-80 vacancies. 25X1

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DDS&T SUMMARY

DDS&T currently has of its executive positions filled by fully-qualified officers. With the transfer of officers from the Executive Development Roster to the Executive List in FY 79, the number of fully-qualified officers will satisfy the staffing requirements.

25X1

25X1

Overall the DDS&T submission shows careful and complete planning. All components have done a good job of identifying multiple candidates for each vacancy, except where outside applicants or rotations are involved and they are so noted. OD&E has taken it one step farther and has clearly identified which candidates are already fully qualified.

DDS&T's EEO goals for FY 79-81 reflect a significant increase over FY 78 even though FY 78 goals were not achieved except in the Hispanic category.

RECOMMENDATION: A possible area of concern is that less than half of the developmental actions planned last year actually took place. If the rate of achievements continues at this level, the number of officers filling executive positions without being fully qualified will undoubtedly increase. Since of candidates for vacancies come from within the career sub-group, development of junior officers may warrant special attention. It should be noted that the major reason for last year's shortfall in developmental actions was lack of sufficient slots in OTR courses to meet internal training goals.

25X1

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DDS&T OFFICE SUMMARIES

O/DDS&T

25X1 [] vacancies: [] candidates 25X1
25X1 are identified for [] vacancies. [] calls for NEAC 25X1
25X1 nominations in FY 80. [] vacancies will be filled from the
EDR. Training and assignments are planned for [] officers 25X1
on the EDR.

FBIS

25X1 [] vacancies are projected: [] with 25X1
several candidates listed for each. Assignments and training have been
25X1 planned for [] officers on the EDR. It is interesting to note that
the PDP GS-15s in the Office are considered qualified and are included
on the Executive List. FBIS has prepared a summary of training by
course, fiscal year, and quarter, for officers on the EDR and those on
the Executive List.

NPIC

25X1 [] vacancies are projected: [] 25X1
with candidates listed for all. Each chart in the statistical summary
is followed by a list of the people behind the statistics. There are
25X1 [] officers on the EDR with at least one assignment, and usually
several, proposed for each. Most of the candidates have training
planned for them.

OD&E

25X1 [] vacancies are projected: [] 25X1
25X1 [] All have candidates listed and those not yet fully

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qualified are clearly identified. The assignments and training for the

25X1 ☐ officers on the EDR appear to be reasonable, but a heavy reliance on the Management Seminar and the Mid-Career Course may be unrealistic.

The office has no women or minorities at these grade levels, so no EEO goals or achievements can be reflected. A number of steps are being taken, however, to recruit and/or develop women and minorities. These will be outlined in the Affirmative Action report due in March.

ORD

25X1 ORD lists ☐ vacancies: 25X1
have candidates listed 25X1

25X1 vacancies will be filled by
outside applicants. Types of assignments are listed for most of the
25X1 ☐ officers on the EDR. Training appears to be reasonable.

OSIG

25X1 ☐ vacancies are projected: with ☐ 25X1
25X1 ☐ candidates listed for each. Assignments and training are
25X1 listed for ☐ officers on the EDR, although in some cases only the
current assignment is listed. All the assignments appear to be the
result of thoughtful planning, and suggest options where appropriate.

The office has no women or minorities at these grade levels, so no EEO goals or achievements can be reflected. A number of steps are being taken, however, to recruit and/or develop women and minorities. These will be outlined in the Affirmative Action report due in March.

OTS

25X1 ☐ vacancies are projected: with 25X1
several candidates listed for each. Good skill-oriented approach to
planning assignments. Training appears to be reasonable.

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PERSONNEL DEVELOPMENT PROGRAM
PERSONNEL PLANNING
STATUS REPORT - 1 OCTOBER 1978

DDS-T

1. Number of executive level positions in Career Service (all GS-17, 16 and SPS positions plus selected GS-15 positions).

25X1

2. Number of fully qualified officers in grades GS-17, 16, 15 and SPS.

25X1

3. Number of Development Roster officers expected to qualify for Executive List in fiscal year 1979.

25X1

4. Are there any positions listed in item 1 above for which there is no individual in item 2 or 3 who can replace the incumbent?

Yes

If so, please identify positions. (If more space is needed, please use reverse side of this page.)

25X1

Chief, Engineering Design and Operations Staff, FBIS (This position is to be filled on a rotational basis by qualified officers from within the DDS&T.)

5. Are there candidates for these positions on the Roster who will be qualified during FY 80, 81?

Yes

Will the above candidates satisfy all position requirements?

No

If not, what plans are being made to develop or identify qualified replacements - outside the Career Service, recruitment outside the Agency?

Recruitment outside Agency for Ops Research Analyst and Principal Social Scientist

25X1

25X1

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